

## WELCOME

Welcome to the first edition of the Indiana Department of Labor's quarterly newsletter! As our group is spread all over the State of Indiana, we wanted to have a way to communicate formally once every few months in order to share ideas, stories and successes!

The only problem is that we couldn't quite come up with a name to capture the spirit we wanted for this publication, so **that's where you come in**. All during the month of November, we are holding a "Name the Newsletter" contest!

If you have an idea, or even twelve ideas, please drop them in our suggestion box (located near the central office kitchenette) along with your name. (If you are a field employee, simply email your ideas to a co-worker, so they can drop them in the box for you.) Then, on December 1<sup>st</sup>, we will ask the group to vote on the names submitted. A special prize is at stake, so put your thinking caps on!

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## Board of Safety Review Ploughs through Backlog

By Tim Grogg

At the start of this year, there were 282 cases pending before the Board of Safety Review, some dating back to 1997. Upon the Governor appointing a full 5 member Board, activity commenced.

Since May of this year, approximately 200 pre-hearings have been conducted by the Board, and over 100 cases **CLOSED!** Two 2005 cases have also been closed, and one contested hearing heard by the Board. October was a record month so far with total

penalties collected equaling \$97,968.75.

The Board will continue to meet on a regular basis and continue to reduce and eliminate the backlog of cases so that contested matters may be resolved in a prompt manner.

Special thanks to all of the Board members who have been willing to work so diligently and to Connie Nalley for scheduling and processing all of these files.

## Bad Chicken, Long Drives, Plant Tours, Speeches and Hand Shakes

By Commissioner Miguel R. Rivera, Sr.

*Somewhere, Indiana.*

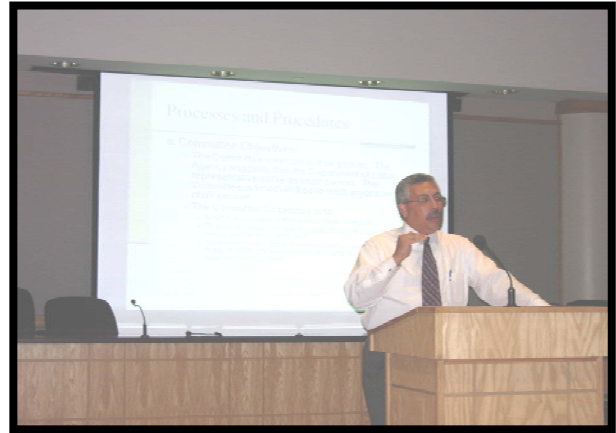
It's 5:30 in the morning, and somewhere in Indiana I am driving a red Ford Taurus on yet another adventure. Seeing the sun rise over the fertile bean fields of Indiana was not an original part of my job description when I became the Commissioner, but it is certainly a very rewarding aspect. I take seriously the Governor's not-so-subtle suggestion that his Commissioners get out, meet and listen to the people of Indiana.

If you are wondering where the Commissioner is when he is not in his office, I am out representing the Agency, meeting fellow Hoosiers, listening to feedback and yes, occasionally eating over-cooked chicken. Traveling the State representing the hard working employees at the Department of Labor is a privilege. I continuously hear positive feedback about our hygienists, safety and child labor inspectors, and INSafe consultants. It really makes me feel good.

Hoosiers have great expectations for what we are doing, and it is very important that we meet or exceed those expectations. I know that exceeding these expectations means raising the bar and increasing our potential. And I know that we can do it.

It was 200 years ago last Friday that Lord Horatio Nelson died victorious at the Battle of Trafalgar. A victory he won against overwhelming odds and by introducing a very risky and never before tried naval strategy.

He took the risk, he was not afraid to change things. Lord Nelson is most famous for the message he sent to the rest of the fleet just before he engaged the combined French and Spanish fleets off the southwest coast of Spain. In the naval language of signal flags, his last words to the English fleet echo across two hundred years of history and are still, I think, relevant today. "England expects that everyman will do his duty."



Miguel Rivera delivering the message to a group in Tippecanoe County.

As we make the changes that are necessary to make the Department of Labor a world-class agency, I know that I can be equally confident when I say, "The Governor expects that everyone will do his duty."

You are the tip of the spear for work place safety and fair and competitive wages in the State of Indiana. I am proud to be your captain.

So if you see a haggard looking Hispanic guy, with glassy eyes and a loud yawn driving into the garage some evening at 10:30 p.m., it's just me coming back from another day of bad chicken, long drives, plant tours, speeches and hand shakes. Don't let the tired expression fool you though. I am having the time of my life. Keep up the good work!

## Save Today, Retire Tomorrow

By Michelle Ellison, HR Manager

**Hoosier S.T.A.R.T.** is the deferred compensation program adopted by the State of Indiana. Deferred compensation is a contribution that is made into the Hoosier S.T.A.R.T.® retirement fund, administered by Great-West Financial Services.

Please see *Save* on page 5

## Safer Mining in Indiana

By John Alaria

The Bureau of Mines has been very busy this last quarter. The State Mine Rescue Teams have been practicing all summer in preparation of Rescue Contests.

We competed in several contests this summer. The contests were held at Madisonville, Kentucky, Illinois, Indiana, and the National contest at Louisville, Kentucky. The team did good, finishing 4<sup>th</sup> at the Madisonville contest. They finished respectively at all of the other contests and learned vital points while competing.

I worked with Vincennes University, the coal industry and the Commissioner in getting miner training classes started at Vincennes University. We are anticipating a need for as many as 3,000 new mining jobs in Southwestern Indiana in the next 5 years!



Indiana Mine Rescue Team

Training is scheduled to start in October of this year. In Miner's Certification, testing was held in early October with 14 out of 15 candidates successful in acquiring various miner certifications.

Article *Safer Mining* continues on page 4

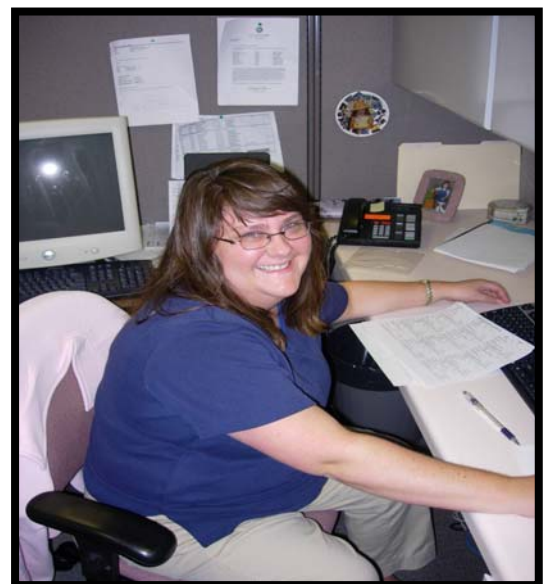
## Survey Group Finishes with Clean Response

By Linda Parks

The survey group finished working on the 2004 OSHA Work-Related Injury and Illness Data Collection Form survey as of October 14, 2005.

This survey we conduct involves a random sampling of companies in Indiana who report the information from their OSHA 300A forms (Summary of Work-Related Injuries and Illnesses). We also collect data for a portion of Ohio companies because there is no State Agency in Ohio that works on the OSHA Data Collection Initiative.

The main objective of this survey is to get injury/illness data from selected high-hazard industries. The information gathered is used



Linda Parks working hard on surveys!

Please see *Clean Response* on page 4



*Clean Response* from page 3

to calculate work-related injury and illness rates and as a basis for targeting intervention programs.

We are excited to say that we finished the Data Collection for Indiana with a **99% clean** response rate and for Ohio with a **93% clean** response rate (meaning no edit/error conditions on the data)! The national average was 87.6%.

The ERG Data Center is the contractor working with OSHA on this survey and they will continue to try and collect data from non-respondents. Soon, we will know our final standing!

Currently, we are working on sample refinement for the other big survey—the BLS (Bureau of Labor Statistics) survey. The data collected on this survey comes from a wider variety of companies located in Indiana and is used for different purposes, such as statistical data publications.

The surveys will be mailed to companies on January 5, 2006. We will be collecting injury/illness data for 2005.



After a trip down into Prosperity Mine, John Alaria, Miguel Rivera, and Jeff Wirth of 5 Star Mining, smile for the camera.

*"I am sure the Bureau of Mines will be a very important part of making mining safer in Indiana."*

*Safer Mining* from page 3

With the rescue contest over, I am looking forward to having more time to go out to the mines and inspecting, along with talking to the miners on safety and other issues.

Southwestern Indiana is booming with new mines scheduled to open in the near future. I am sure the Bureau of Mines will be a very important part of making mining safer in Indiana.

**CONGRATULATIONS, QUALITY, METRICS, & STATISTICS TEAM FOR A TERRIFIC PERFORMANCE ON THIS YEAR'S OSHA SURVEY! GREAT WORK!**

Save from page 2

*Get S.T.A.R.T.ed and pay yourself first!*

Your contribution is made before federal taxes are calculated against your gross pay. Once you enroll, contributions to your plan are managed through a continued payroll deduction, it's that easy.

*What is the process to get S.T.A.R.T.ed?*

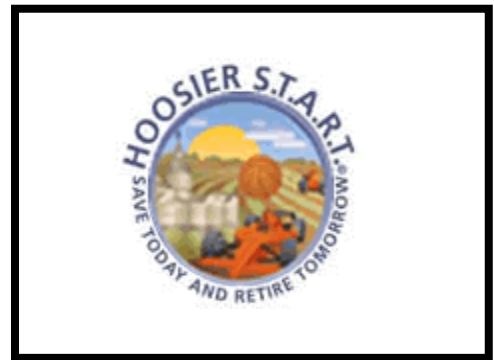
It's painless. You simply complete two plan enrollment forms, providing your information, decide how much you wish to contribute, indicate the level at which you choose to invest your funds and watch your retirement

fund grow!

*The State of Indiana will get S.T.A.R.T.ed with you!*

The minimum contribution is \$15 biweekly. The State of Indiana will match the first \$15 of your contribution, get S.T.A.R.T.ed soon and take advantage of what the State offers.

*I want to get S.T.A.R.T.ed, what do I do?*



## Fall Recipe: Pumpkin Bread

From [www.recipezaar.com/142675](http://www.recipezaar.com/142675)

- 3 cups [sugar](#)
- 4 large [eggs](#)
- ¼ teaspoon [ginger](#)
- 2 teaspoons [baking soda](#)
- 1 teaspoon [nutmeg](#)
- 1 cup [canola oil](#)
- 2 cups [canned pumpkin](#)
- 1 ½ teaspoons [salt](#)
- 1teaspoon[baking powder](#)
- 2/3 cup [water](#)
- 3 ½ cups [flour](#)
- 3 teaspoons [cinnamon](#)
- ¼ teaspoon [ground cloves](#)

Makes 3 Loaves

1. Add eggs to sugar and beat well.
2. Add oil and beat.
3. Add pumpkin and blend.
4. Add the dry ingredients alternately with water.
5. Pour evenly into 3 8 1/2 x 4 1/2 inch greased loaf pans.
6. Bake 1 hour at 350 degrees.
7. After cooling, loaves can be sliced, wrapped in foil, and frozen. To reheat, place frozen loaf in the oven at 350 degrees for 20-30 minutes.

## Important Dates and Fun Faces

### October Birthdays

5	Jason Reason
14	John Brunswick
14	Steve Sermersheim
14	Roy Stowe
21	Roy Pannell
24	John Alaria
26	Michele Gibson
28	Beth Jewell

### October Anniversaries

Raymond Parks	10/6/1997
Kathy Brewer	10/17/1977
Larry Reinbold	10/27/1975
Douglas Koogler	10/28/2002

### November Birthdays

2	Marsha Roberts
3	Larry Yumang
13	Ambat Babu
13	Marilyn Burton
13	Gary Cahill
20	Janie Thacker
24	Bryan Thais
27	Devonna Overmeyer
29	Joe Moorhouse

### November Anniversaries

Virgil Bradford	11/5/1990
Carmen Varela	11/5/1984
Mick Kidwell	11/5/1990
Erin Flory	11/10/1997
Carl Ronschke	11/12/1996
Ambat Babu	11/25/1996
John Duncan	11/25/1985
David Crall	11/30/1998



Jim Moore prepares for a visit to I.U.

### December Birthdays

4	Tim Grogg
6	Gary Hulbert
7	Bill Windsor
13	Jesse Simmons
15	Tony Kuritz
21	Doug Koogler
25	Erin Flory
25	Sumit Ghosh
26	Jack Koogler
30	Sember Darland
31	Jerry Lander

### December Anniversaries

Loren Stuckey	12/14/2004
Jerry Marquell	12/15/2004
Johnny Trammell	12/15/2004
Kyle Slade	12/17/1990
Sandra Williams	12/27/1979



Dolly Watkins and Elizabeth Friend share a laugh.



Sember Darland, Babu Ambat, Paul Wehmeier, and Quin Cheatham fearlessly represented the agency in this year's "Paddle Battle!"



Commissioner Rivera greets John Minchuk at an all-staff meeting

## Roster Expanding for Team IDOL

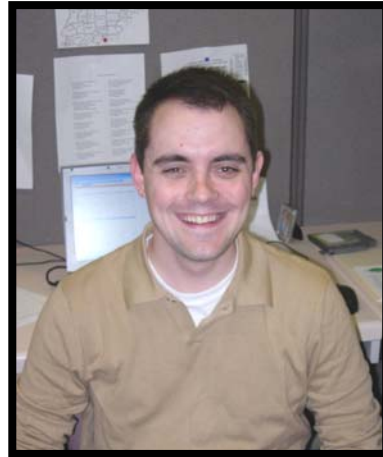
Since our summer quarterly meeting, we have added three new players to our IDOL team! INSafe has recruited Quin Cheatham to lead their group as the new Deputy Commissioner. Wage and Hour is lucky to now have Paul Wehmeier, and the newest member of our line up is Jorge Villalta, who is our new bilingual INSafe Consultant. All are certainly welcome additions.

**Paul Wehmeier** put his Team IDOL jersey on for the first time on July 5<sup>th</sup>. He was interested in the agency because he wanted to work with Hoosiers and address labor concerns. Paul was graduated in December of last year, got married in April of this year, and worked for a bank before he joined our team. Having a farming background, Paul enjoys participating in livestock shows. But don't think this cowboy's interests end there, Paul likes to keep a close eye on the political scene.

**Quin Cheatham** was added to the team roster on August 29<sup>th</sup>. She wanted a chance to expand her knowledge of employment and labor issues and be in the heart of change within a state agency. Prior to joining Team IDOL, Quin worked as a Legislative Assistant at the House of Representatives for three years. Cooking, music, travel, and languages are some interests of Quin's.

**Jorge Villalta** stepped onto our court on October 25<sup>th</sup>. He became interested in our team because of INSafe's drive to reach out to Hispanic and Latino construction workers and provide bilingual training and consultation. Before joining our group, Jorge worked for a consulting firm as an electrical engineer. He likes to spend his free time with family and being active.

Just remember... to continue to practice, keep your head in the game, and never lose sight of the goal. Paul, Quin, and Jorge: we look forward to working with you. **Welcome to our team!**



Name:  
Paul Wehmeier

Team:  
IDOL



Name:  
Quin Cheatham

Team:  
IDOL



Name:  
Jorge Villalta

Team:  
IDOL

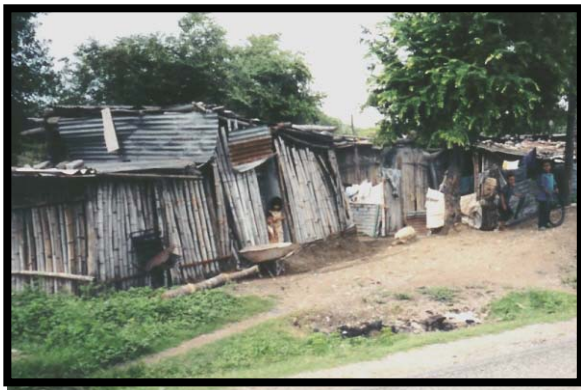


## Spotlight: Kevin Goeden

By Sember Darland

The work environment does not often render opportunities for discovering who colleagues are outside of these walls. More often than not, we simply know names, work ethic, and the part of town our fellow co-workers are from. Rarely do we get a glimpse into one another's lives. Finally, the opportunity has presented itself.

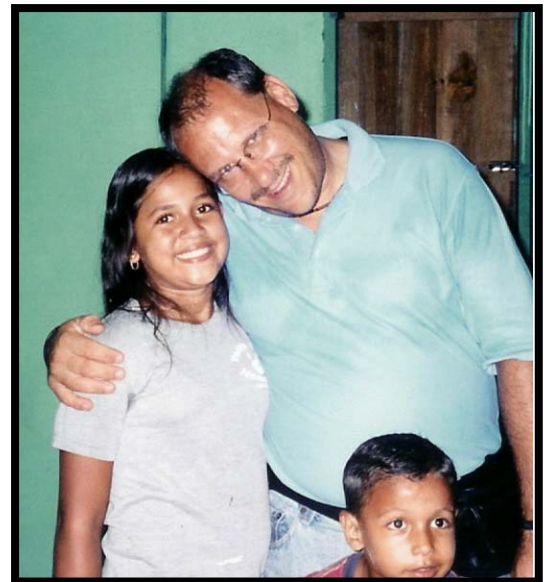
Kevin Goeden is a Supervisor in the Construction Safety Division. He is a good worker, a hard worker, but he is much more than that. Kevin has traveled to Honduras, the poorest of the third world countries. He has devoted weeks of his time for five years now, to helping orphaned children in the small village of Faith Home outside of San Pedro Sula.



Traveling with the General Baptist Association, Kevin arrives at a 50 acre complex with cottages and an independent Escuela Pequenos Angeles or the School of Angels. The village houses 85 children ranging from infant to age sixteen, with hired full-time house parents. Kevin's responsibilities are basic construction, maintenance, and general preparation for the time when work crews are not on-site.

The time in Honduras is not all work for Kevin, as he reminisces of soccer games, trips to the ocean, and time with the children. I asked Kevin if he has one memory he clings to, one child that has touched his life in a way no other has. At that, he laughs and lists a handful of children's names.

There must be something about pure human compassion that brings out the best in all of us and leaves us yearning to do more. I can see it on Kevin's face as he longs for the day when he can return to Honduras and visit the children of Faith Home once more.





## Coming Events

### NOVEMBER

7<sup>th</sup> Blue Monday - Wear your Colts gear!  
11<sup>th</sup> Veteran's Day Holiday-Office Closed  
23<sup>rd</sup> Thanksgiving Holiday-Office Closed  
24<sup>th</sup> Thanksgiving Holiday-Office Closed  
28<sup>th</sup> Blue Monday - Wear your Colts gear!

### December

20<sup>th</sup> Agency Staff Meeting (12:00pm-3:00pm)  
23<sup>rd</sup> Christmas Holiday-Office Closed  
26<sup>th</sup> Christmas Holiday-Office Closed

### January

2<sup>nd</sup> New Year's Holiday-Office Closed



## REMINDER

2005 Open Enrollment  
begins October 31<sup>st</sup> and  
ends November 21<sup>st</sup> at  
noon!

## HELP WANTED:

LOOKING FOR HOLIDAY ELVES TO HELP PLAN  
THE AGENCY'S HOLIDAY PITCH-IN FOR OUR  
DECEMBER 20<sup>TH</sup> ALL-STAFF MEETING.

### QUALIFICATIONS INCLUDE:

JOLLY  
MERRY  
HAPPY  
JOYOUS  
AND  
CREATIVE

TO APPLY, PLEASE SEE SEMBER DARLAND.  
WE HAVE MANY POSITIONS TO FILL, SO THE  
MORE, THE MERRIER!